June 11-12, 1999

Newfoundland and Labrador Teachers' Association

Executive Notes

Your Provincial Executive Council met on June 11 and 12 in St. John's. This edition of Executive Notes is designed to provide you with a summary of major decisions and discussions that occurred at this meeting. For further information on any of these issues please contact any member of Provincial Executive or the NLTA staff person as indicated.

Current Topics
The following items were discussed under current topics: quality of work life, teacher allocations, and responding to the membership,.

The Collective Agreement specifies that a joint committee be set up between government and NLTA to study workload (Schedule P). A major challenge has been to reach agreement on the possible parameters of such a study. There has been some consensus on areas that both sides would like to study; however, several areas that NLTA wants to study have met with disagreement from government as they argue that the areas are difficult to quantify. These and other areas, however, are still under discussion. There have also been discussions with other teachers' associations regarding previous studies of quality of work life.

The issue of teacher allocations was again discussed at length at this Executive meeting. The President has been trying to get an indication from government as to where we are with this issue. The Minister of Education has made a public commitment to put teachers back but no specifics have been forthcoming. The point has been made perfectly clear that NLTA was most effective working behind the scenes on this issue of teacher allocations and that once parents took up the cause, things happened. Although the commitment has been made, the lack of specific information means that many teachers are finding it difficult to make plans for next year. Knowing the allocation would be helpful and much less stressful for administrators and teachers.

The main issue for discussion under responding to the membership was province-wide voting. As per the directive of Convention a poll will take place to determine the views of the membership on this issue. To date the following action has been planned:

- A select committee will be formed from within Provincial Executive Council. The committee will be chaired by a Table Officer, as selected by the President, and will consist of two other Executive members and an administrative staff member.
- The committee will report to Table Officers and subsequently Executive prior to the November Joint Council meeting.
- The committee will have as its mandate the issue of province-wide voting/elections for the offices of President and Vice-President as per the direction of Resolution FL11 as it relates to By-Law XII. Resolutions 11, 12, and 13 from the Floor of BGM 1999 will guide the thinking of the committee. These resolutions are as

follows:

FL11. That the NLTA conduct a poll of the full membership during the 1999-2000 school year on the defeated proposed By-Law XII change regarding a province-wide vote. **[Carried]**

FL12. That prior to holding of the poll, the NLTA distribute an information package to each school.

This package will contain the positions of both the NLTA and the proponents of province-wide voting. **[Referred to Executive]**

FL13. That prior to the holding of the poll, but after the distribution of an information package, the NLTA arrange to hold a forum to debate the issue of a province-wide vote in the most efficient and cost-efficient means possible (eg. community cable, TIC, Bulletin, etc.). **[Referred to Executive]**

For further information contact Brendan Doyle, President, or Wayne Noseworthy, Executive Director.

Pathways to Programming and Graduation
This issue is far from settled but there have been continued discussions with the Department of Education and the new Assistant Deputy Minister, Harold Press. One frustration with the issue has been the inconsistency of people dealing with the issue from government. It appears, however, that after a series of recent meetings the Department is willing to continue discussions and problem solve to determine how best to implement Pathways to the benefit of teachers and students..

There are four main areas of concern expressed by teachers about Pathways. These are implementation, documentation, inservice, and remedial. Concerns have been raised about legalities and liabilities which have to be clarified as soon as possible.

NLTA is opposed to the implementation of Pathways -- not to the document. It appears the School Districts have established time frames that are earlier than the proposed three year time frame for implementation. There was general agreement that these issues needed clarification and to be addressed immediately.

For further information contact Brendan Doyle, President or Wayne Noseworthy, Executive Director.

Teacher Certification
The Ad Hoc Committee on Teacher Certification presented a report to Executive on consultations with teachers re. the teacher certification proposal. The following recommendations were approved by Executive:

1. Considering the consistency of responses and the representation during the consultative process, that the summary report be adopted and considered to be sufficient, i.e. that there be no further consultation at this point.
2. The President and Executive Director will continue discussions with the Minister of Education and the Dean of the Faculty of Education, Memorial University to determine their willingness to pursue this new direction for teacher certification.

3. If the parties agree to pursue this, then they should delineate a process whereby such change can be moved forward.

Having completed its mandate the current Ad Hoc Committee on Teacher Certification was dissolved and a new committee will be formed as soon as possible.

For further information contact Winston Carter or Mike Luedee, Co-chairs, Ad Hoc Committee on Teacher Certification or Beverley Park, René Wicks, Professional Development Division.

Business from Standing Committees
The following recommendations from NLTA Standing Committees were approved by Executive:

COMMUNICATIONS/POLITICAL ACTION

- The 1999-2000 Communications/Political Action Committee will continue to explore the options available to the Association concerning NLTA's involvement re. fund-raising for various local and provincial charities.
- The 1999-2000 Communications/Political Action Committee will continue to monitor developments of the NLTA website with the intent for growth and improvement in response to teacher needs.
- The 1999-2000 Communications/Political Action Committee, in conjunction with PITCOM, will investigate the feasibility and practicality of creating a display promoting teachers and the profession.

For further information contact Rivlyn Galway, Chair, Communications/Political Action Committee or Lesley-Ann Browne, NLTA Communications Officer.

FINANCE AND PROPERTY

- The Association will pay moving expenses for the outgoing President to return home at the end of his/her term of office. If he/she does not return home then the amount payable will not exceed the cost to return him/her to his/her place of residence. * This is a change to Section E.12.A.iv. on page OP15 of the NLTA Policy Manual.
- The mileage rate paid by NLTA will increase to 28 cents per kilometre effective August 1, 1999 and further increase to 31 H cents per kilometre effective April 1, 2000.
- The NLTA meal rate will increase to $45 per day, from $40, effective August 1, 1999.
- The NLTA rate for private accommodation will increase from $18 per night to $25 per night
effective August 1, 1999.

For further information contact Fred Douglas, Chair, Finance and Property Committee, or Jim Fox, NLTA Treasurer.

EQUITY ISSUES IN EDUCATION

- A maximum of $4,000 will be dedicated annually from the Centennial Fund for an NLTA equity program for students. This will include up to four (4) projects, each to receive a maximum of $1,000.

For further information contact Beverley Butler, Chair, Equity Issues in Education, or Beverley Park, Professional Development Division.

PROFESSIONAL ISSUES IN TEACHING COMMITTEE

The "Leadership Training and Support Program for New and Aspiring Administrators" will be funded as per the guidelines established for the Centennial Fund, as per the following schedule:
Year 1: 1999-2000 --; $5,000 for program development.
Year 2: 2000-2001 --; $5,000 for program implementation.
Year 3: 2001-2002 --; $5,000 for program revision/dissemination.

- The Conseil des Enseignant(e)s Francophones meeting with the Administrative Officers for Professional Development will take place in the Fall of 1999, in the geographic area where most persons attending the meeting reside, with both Professional Development Officers in attendance.

For further information contact Mike Luedee, Chair, Professional Issues in Teaching Committee, or René Wicks, Beverley Park, Professional Development Division.

TABLE OFFICERS

- The following will be added to the EAP Funding Policy: Enrollment in the Employee Assistance Program, which includes access to funding under the Membership Assistance Plan, may be granted to substitute teachers who may not meet the normal eligibility requirements due to being unable to do substitute teaching as a result of a medical illness/ injury which precluded them from teaching during the required time limits. Such access to the EAP Funding for Counselling and/or travel available through the Membership Assistance Plan will only be considered on a case-by-case basis and only with the approval of the Assistant Executive Director.
- Section D.1 on page OP6 of the NLTA Policy Manual was amended to read as follows: The authority, term of office and election procedures for the President are governed by the Act and NLTA By-Laws.
- The NLTA will adopt a formal position in opposition to the Youth News Network and that communication in this regard be provided to our general membership.

For further information contact Brendan Doyle, President, or Wayne Noseworthy, Executive Director.

School Representatives' Seminars
The NLTA will be conducting a series of seminars for school/school board office representatives in the early Fall of 1999. Nine groupings have been arranged so that three seminars will be offered simultaneously in three different locations on three consecutive weekends. The dates/locations are as follows:
September 17-18 --; Goose Bay, Deer Lake, St. John's

September 24-25 --; Plum Point, Corner Brook, Gander
October 1-2 --; Gander, Clarenville, St. John's
For further information contact Wayne Noseworthy, Executive Director.

Other Business

- NLTA will conduct a survey to determine how French Immersion teachers are assigned in schools where French Immersion is taught.

For further information contact Brendan Doyle, President, or Wayne Noseworthy, Executive Director.

- The Group Insurance Trustees for 1999-2000 are as follows: Ted Murphy (Chair), Anita Finn, Noreen Saunders, Sean Noah, Marilyn Cardwell, Art Winsor, Dave Gatehouse.

For further information contact Fred Andrews, Incoming President, or Wayne Noseworthy, Executive Director.

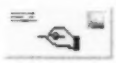
- The theme for Education Week 2000 will be "Get Together! Give Together!"

For further information contact Lesley-Ann Browne, Communications Officer.

- A request was received from the Belle Mer and Mount St. Margaret branches to amalgamate effective September 1999. Executive approved the amalgamation. The new branch will be called the Belle Mer Branch.

For further information contact Wayne Noseworthy, Executive Director, or Geralyn Costello, Assistant to the President with responsibility for Branch Operations.

NEXT MEETING



The next regular meeting of Provincial Executive is scheduled for August 25 and 26 in Lewisporte.
For further information contact Geralyn Costello Assistant to the President.